

Multnomah Education Service District

Code: **GBM**
Adopted: 11/18/80; 9/20/94
Readopted: 11/15/05
Orig. Code(s): 3820

Staff Complaints

Staff are encouraged to resolve concerns informally. However, the Board recognizes the need to provide for the orderly resolution of any complaint arising out of an alleged violation, interpretation or inappropriate application of MESD policies, administrative regulations, or procedures.

Any employee who is subject to collective bargaining, and has access to complaint procedures related to articles in the collective bargaining agreement, shall utilize the complaint procedures included in the appropriate collective bargaining agreement.

Any employee who is not subject to collective bargaining may file a complaint through the administrative regulations developed by the Superintendent and Cabinet.

END OF POLICY

Legal Reference(s):

[OAR 581-024-0245](#)

Anderson v. Central Point Sch. Dist., 746 F.2d 505 (9th Cir. 1984).
Connick v. Myers, 461 U.S. 138 (1983).